

EXHIBIT 3

EMPLOYEE SELECTION AND HIRING WORKSHEET

CANDIDATE NAME ART MICKS POSITION LIGHT OIL TRANSPORTATION DRIVER

CRITERIA	RATING 1=POOR 10=OUTSTANDING	COMMENTS
ATTITUDE	7	
ATTENDANCE (Days away from work)	9	
SAFETY (Incidents i.e., CVA's, Injuries/mixes & spills)		
WORK ETHIC	7	
DISPOSITION (Gets along with fellow workers)	6	
PRODUCTIVITY (Stop times, gallons/hour, loads/shift)	7	
APPEARANCE (Personal & truck cleanliness)	9	
EQUIPMENT ABUSE (Care of company equipment)	9	
TOTAL		

HIRING RECOMMENDATION YES ☐ NO ☒

EVALUATING SUPERVISOR SIGNATURE [Signature] DATE 10-16-03